

Personnel

pRIde

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POSITION DESCRIPTIONS TO BE UPDATED NEW STUDY ANNOUNCED

If your position is in the Classified Service, you will soon be asked to up-date your job description to reflect the actual requirements of your position.

That is the gist of a recent announcement by Richard M. Wessels, Associate Director of Administration/Human Resources, of a major new study aimed at modernizing the state system for Classification, Compensation, and Employee Merit Selection Planning.

The study will be conducted by Hallcrest Associates of Arlington, Virginia, recognized experts in the field of Civil Service classification/compensation studies.

The study, expected to take eighteen months, will develop a new and better system for gathering information about state jobs, and most importantly, for using information that accurately classify jobs with respect to skill standards, training requirements and compensation.

Long in the planning state, the study has enjoyed the support of the administration, and in particular, Fred Lip-pitt, Director of Administration. The long awaited review became a reality with the approval of the study by Governor DiPrete and the allocation of funds for the project.

Calling it "The most comprehensive position description update in Rhode Island history," Personnel Administrator Brad Southworth added that it has been forty years since the last overhaul of the classification/compensation system.

The project will be directed by Hallcrest Associates with the assistance of State Personnel analysts.

Employees in the Classified Service will be asked to complete a Job Analysis Questionnaire about their work. In addition to this primary source of information, the computer-assisted, multi-purpose job analysis is expected to yield an enormous amount of data that will be computer-stored, analyzed and retrieved, and capable of being readily amended. This data will subsequently be used to create

computerized Human Resource Programs capable of determining minimum job qualifications and position compensation; constructing job descriptions/specifications; determining contents of assembled and unassembled examinations; establishing skill standards, and assessing training needs.

Look for up-dates on the study in future issues of pRIde as the work progresses.

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AWARDS MADE IN ESP PROMOTIONAL CONTEST

The names of the three top winners in the State Employee Suggestion Program Promotion Contest were recently announced by the State Employee Suggestion Program Committee.

The first prize of a \$100. U.S. Savings Bond donated by the State Employees Credit Union was awarded to Carl Beauchamp from the Community College of Rhode Island, Department of Computer Resources.



Winners in the ESP Promotional Contest. Left to right, Kathleen O'Connell, second place winner; Governor DiPrete; Carl Beauchamp, first place winner, and Alfred Colonies, Director of Personnel, CCRI.

Carl recommended that a letter of appreciation be sent to all employees who submit suggestions to ESP, whether the suggestion is accepted or not, and that a copy of the letter be filed in the employee's official personnel file. Carl's reasoning is that such a letter would show management's appreciation and interest, and make the employee's suggestion "successful" nevertheless.

Carl also recommended that the names of all employees submitting suggestions to improve the state system be published in pRide. Such publicity would not only bring peer recognition, but might also motivate others to participate in the program.

The second place winner of a \$25. Gift Certificate from Victoria House Restaurant, 23 Rathbone St., Providence, is Kathleen O'Connell, also from the Community College of Rhode Island Knight Campus. Kathleen suggested that we give greater publicity to the State Employee Suggestion Program (ESP) with a "yearly drive" to solicit ideas, and as a reminder to all state workers that this function does exist within state government. "Advertising this program (ESP) as was done in pRide and by other means of interoffice communication," says Mrs. O'Connell, "will bring the program and the drive to people's attention."

STATE WORKER RECEIVES \$2000. FOR SUGGESTION

Ralph Riedeman of the Narragansett Bay Water Quality District Commission is the recipient of a maximum award of \$2000. for a suggestion that will save the State a minimum of \$46,400. Riedeman is the first to receive the State Employee Suggestion Program's maximum award.

Ralph's cost-saving suggestion pertains to changes in the piping and valves at Primary Sludge Pump Station No. 2 that will allow the pumping of sludge containing large amounts of grit that formerly plugged primary tanks creating treatment problems.

In recommending Ralph for the State's top award, Superintendent Carmine J. Goneconte wrote:

"His (Ralph's) recommendation was accepted by the engineers in replacement of the (previously) suggested remedy of installing larger motors on the Wemco primary sludge pump. The range of estimates for that work was between \$50,000 and \$90,000. Ralph's idea will be done for \$3,600 . . ."

Kathleen added that "offering some type of incentive, however small, whether it be monetary, time off (good idea! Ed.), or some other form of recognition should bring in enough suggestions to keep the committee busy for an entire year!"

Third prize winner of a Two Week Membership to Holiday Health Fitness Center courtesy of Holiday Health Fitness Center, 1920 Mineral Spring Ave., North Providence, is Russell Molloy of Veterans Affairs.

Russell recommended that pRide publicize winning suggestions with a brief statement on how taxpayers will benefit from implementation of the suggestions. He also would like to see the department or agency that is benefiting from the suggestion, recognize the employee who made the suggestion with a citation or a letter of appreciation from the department or agency head.

Our congratulations to the winners, and our thanks to all who participated in the contest. A special thank you is reserved for our sponsors who provided the awards: State Employee Credit Union (SECU) — (\$100. U.S. Savings bond); Victoria House Restaurant — (\$25. Gift Certificate); and Holiday Health Fitness Center — (Two Week Membership).



Russell Molloy, right, of Veterans Affairs, third place winner, receives award from Personnel Administrator Brad Southworth. Also pictured is Louis P. Alfano, Jr., Chief of Veterans Affairs, and Dawn Sullivan, Associate Director, Division of Community Services, Department of Human Services.

Remember — ESP is an ongoing program with cash awards of up to \$2000. (See companion article on a recent winner of the maximum award.)



Ralph Riedeman, second from left, receives his \$2000. award from Governor Edward D. DiPrete. Also pictured, on the left, Anthony B. Caranci, Jr., Chairman of the Narragansett Bay Water Quality Management District Commission, and on the right, Eric R. Jankel, Executive Director of the Commission.

BLUE CROSS & BLUE SHIELD OF RHODE ISLAND OFFERS A FAMILY OF HEALTH PLANS.

For many years, the Blue Cross & Blue Shield name has been synonymous with quality health care. Since 1939, Rhode Islanders have been familiar with Blue Cross, the company and Blue Cross, the product. But today, the Blue Cross name means more than just one kind of health care protection.



The Ultimate Health Maintenance Organization.



Now, Blue Cross & Blue Shield offers you a “Family of Health Plans” designed to meet everyone’s health care needs.

As state employees, you will soon be able to choose a health plan that’s right for you. Blue Cross & Blue Shield offers you three choices: the Classic Blue, HealthMate and HMO Rhode Island. Here’s a look at the different features of each program.



No One Protects You Better.

THE CLASSIC BLUE

Still the most popular health plan in Rhode Island, the Classic Blue offers people total freedom of choice when it comes to selecting their health care coverage. Classic Blue members benefit from the highest participation level by doctors in any health plan in the state and immediate card recognition and acceptance at hospitals nationwide.

Even if a doctor does not participate in Blue Cross & Blue Shield of Rhode Island, you are still eligible to receive our maximum allowance. This gives you the freedom to see any doctor, surgeon or specialist you choose.



THE CLASSIC BLUE gives you the protection you need, in the event of an illness or injury. And because of its widespread acceptance, you can use it anywhere in the country without having to tell us or any doctor in advance. That's the freedom of choice we talk about so much. If you want to see a particular specialist, you can go right ahead and make an appointment.



Other Classic Blue features include 80% coverage of allowable charges for office visits, dependent and full-time student coverage to the end of the year following their 19th birthday and no charge for eligible emergency room care.



No One Protects You Better.



HMO RHODE ISLAND

A federally qualified health maintenance organization, HMO Rhode Island offers quality medical care within a coordinated health care system. With HMO Rhode Island, you get a health care program dedicated to keeping you and your family healthy, as well as treating you effectively when you're sick. HMO Rhode Island covers preventive services like office visits, well-baby care and annual physicals as well as comprehensive coverage for hospitalizations and specialty care. All this coverage plus a personal physician who manages you and your family's health care.



One of the unique features of HMO Rhode Island is the Primary Care Physician system. Upon joining HMO Rhode Island, you select a participating physician to serve as your primary care doctor. Your primary care physician oversees routine care, authorizes visits to specialists, hospitals and other health care providers.



The Ultimate Health Maintenance Organization.

The Benefits of a Primary Care Physician

If you choose HMO Rhode Island as your health care plan, you'll need to select a Primary Care Physician. The Primary Care Physician is the key to the HMO Rhode Island system of care. He or she serves as your personal physician, helps manage all your medical care, and acts as your care coordinator through the health care system. Together, you and your Primary Care Physician decide what care is needed and who will deliver that care.

Here are some things you should know about your Primary Care Physician:

- You personally select your own doctor. Whenever you need medical attention, you see the doctor who has contracted to be your partner in care.
- Your Primary Care Physician works out of his or her own office, which means you're seen in a comfortable, convenient setting in your own community.
- Your routine medical care is provided by a doctor who knows your complete medical history and has all the pertinent facts.
- Your Primary Care Physician provides urgent care for your unexpected health care needs, so you don't have to see an unfamiliar care provider.
- Your Primary Care Physician handles all necessary paperwork, eliminating the need to fill out forms, pay cash, etc.
- Your Primary Care Physician helps you select a Specialist Physician to best meet your needs and helps make sure you get a second opinion at no charge to you.
- Your Primary Care Physician (or his or her covering physician) provides 24-hour-a-day coverage.
- Your Primary Care Physician has full-time privileges at any of the Rhode Island hospitals in the event you require hospitalization.
- Your Primary Care Physician or Specialist Physician arranges and coordinates all your hospital admissions, so you won't have to worry about that when you are ill.



Because of its affiliation with Blue Cross, the HMO Rhode Island membership card is readily accepted by thousands of doctors and hospitals nationwide for urgent and emergency services when out of the regular service area.

HMO Rhode Island combines the best of preventive medical practice with the stability of Blue Cross & Blue Shield.



No One Protects You Better.

HEALTHMATE

HealthMate, which was first introduced in 1986, offers the comprehensive benefits many people want with the broad freedom of choice so many have come to expect.

HealthMate gives you total, comprehensive coverage for hospitalization and medical/surgical services, plus office visit coverage — all with no deductibles or paperwork at participating health care providers.

HealthMate's preferred provider network allows you and your family to choose from a wide range of participating doctors. Physicians who participate in Rhode Island Blue Cross & Blue Shield's HealthMate are the same as those in Classic Blue and also accept our payment in full.

With HealthMate, you not only get full coverage within the participating network, you may also choose to go outside the network and receive a secondary level of coverage — 80% of our usual allowance.

This means you still can decide when and where you receive services and have the security of knowing you will have coverage.



HealthMate Improvements Give You Better Care

Over the past few months, you've probably been hearing about HealthMate from television and radio advertisements. As a state employee, you're already familiar with Blue Cross & Blue Shield's HealthMate program.

But you might not know that we've been working to improve HealthMate to make it an even better health care product for you. We've made some changes to the original HealthMate; changes we think will make this product even more valuable to you in the future.

As you know, HealthMate offers full coverage for hospitalization and inpatient and outpatient services. It also covers office visits from participating HealthMate providers.

Now, HealthMate members will receive a secondary level of protection: 80% coverage if they go to a **non-participating provider**. This means you are never without coverage, even if you choose to go outside the HealthMate participating provider network.

HealthMate now allows you the freedom to choose your own doctor, hospital and medical facility and still receive coverage.

To make sure you get the most of your health care benefits, we've added new quality assurance features to HealthMate. Preauthorization is required for all elective hospital admissions. Second opinions are needed for certain surgical procedures that are often performed unnecessarily or when an alternative method of treatment could be considered. These two requirements — while so easy to follow — help assure that you receive the proper treatment at the appropriate level of care. A care coordinator will help you plan your health care treatment in conjunction with your doctor.

These safeguards help keep costs down and guarantee that the HealthMate benefits you receive are of the highest quality available. No other health plan offers this combination of freedom and quality assurance.



Other HealthMate features include: full coverage at participating Rhode Island hospitals (80% coverage of the usual charges at any non-participating hospital or medical facility), dependent coverage to the end of the year following their 19th birthday, fulltime student coverage to the end of the year following their 23rd birthday, and there is no charge for eligible emergency room coverage.



Different Programs To Meet Different Needs

As you can see, the Blue Cross Family of Health Plans is as different as our individual subscribers are. Because selecting a health plan is so important to you and your family, you should be completely satisfied with the plan you select.

Besides these basic health care plans, the Blue Cross & Blue Shield Family of Health Plans also offers other products such as Delta Dental and prescription drug programs with a variety of copayment options. Ask your Personnel Office if you'd like more information on any of these Blue Cross programs.



No One Protects You Better.



In 1939, they made a vow to be
there in sickness and in health.
So did we.

Nearly 50 years ago, we made a promise to
provide all of the people in Rhode Island with the best
health care possible.

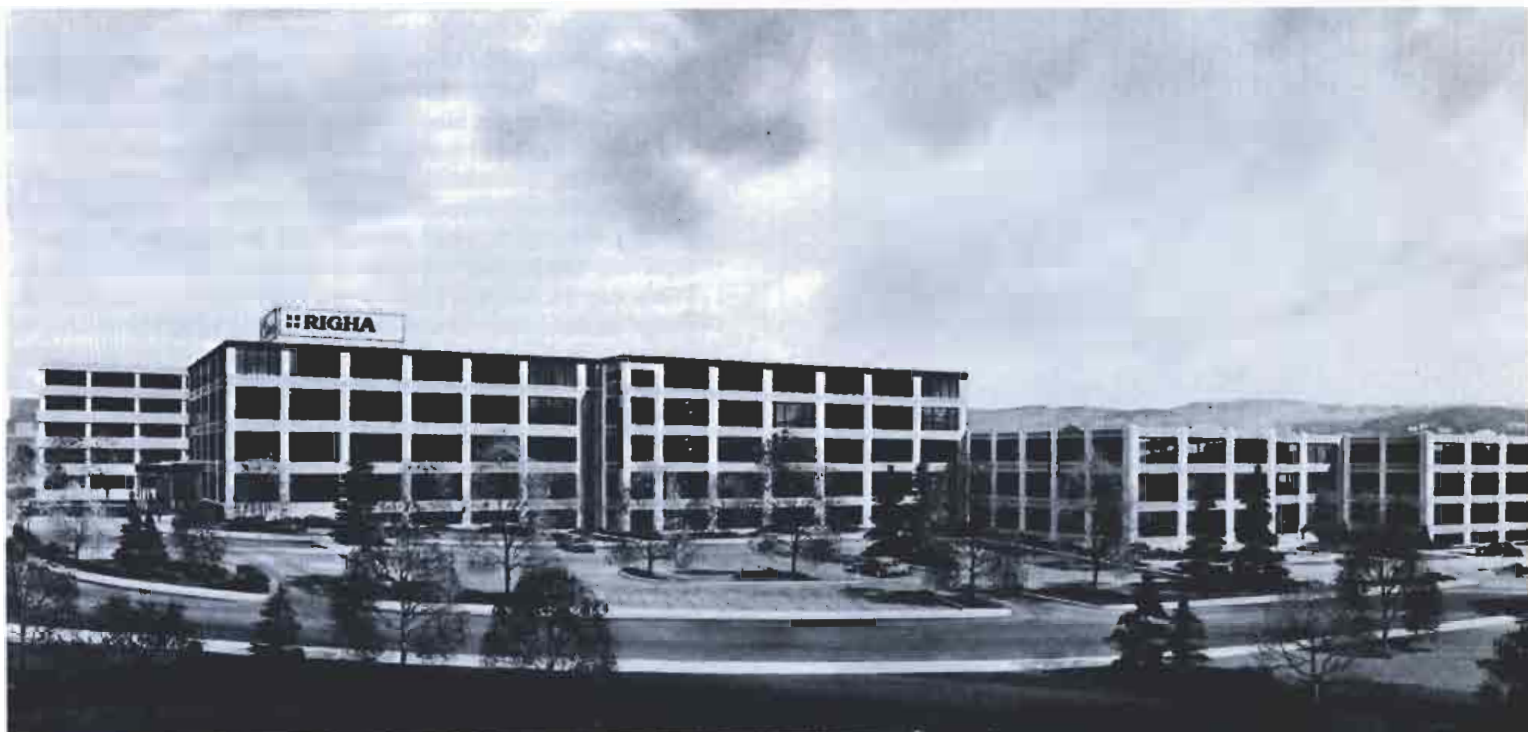
We meant it then. We mean it now.



**Blue Cross
Blue Shield**
of Rhode Island

*No one protects you better,
or in so many ways.*

RIGHA TO LEASE VACANT CORO BUILDING IN PROVIDENCE FOR NEW HEALTH CARE CENTER



Opened as the Great Depression hit, the Coro Company on Point Street in Providence went on to become the nation's leading manufacturer of costume jewelry. This historic Providence landmark will be revitalized as depicted in this artist's rendering.

RIGHA (Rhode Island Group Health Association) will lease 170,000 sq. feet of the Coro building and consolidate its Providence facilities under one roof by 1990.

RIGHA, the Rhode Island and southeastern Massachusetts health maintenance organization (HMO), recently announced an agreement with the Downing Corporation to lease a major portion of the former Coro Jewelry Complex on Point Street in Providence.

At a news conference inside the Coro Building on March 29, Mayor Joseph R. Paolino of Providence announced the agreement to assembled officials and guests. RIGHA President Bruce E. Bradley and Downing President Richard P. Baccari then outlined the terms of the agreement, which will transform the vacant jewelry complex into a major health care and services center within the next two years.

The agreement between RIGHA and Downing calls for RIGHA's use of two existing buildings, totaling more than 170,000 sq. feet of floor space in the complex. RIGHA plans to expand its Providence health care delivery system by positioning itself in a new structure to accommodate anticipated future growth.

RIGHA will occupy the Coro complex in a two-phased process. By the end of 1988, RIGHA expects to move several of its clinical and administrative departments, presently located at 530 North Main Street, at Davol Square, and at One Blackstone Place, to its new quarters in Coro. By the end of 1989 it will complete its relocation of remaining clinical departments at 530 North Main Street, making its Coro center a fully consolidated, one-stop health care complex.

When fully operational by the end of this decade, the new RIGHA/Coro center will be able to accommodate more than 50,000 members.

Renovation plans call for the restoration of the original cream-colored, brick and concrete facade, and the installation of new,

energy-efficient windows that will resemble Coro's original windows. The complex is on the National Register of Historic Buildings, and the Downing Corporation and RIGHA have worked closely with the National Park Service and the Rhode Island Historical Preservation Commission to insure preservation of the structure's original period features (Coro opened for business in 1929).

Behind Coro's west side, Downing will develop a 1000 car parking garage with a covered walkway connecting the garage and the building.

In his remarks at the news conference, RIGHA President Bruce Bradley spoke about the "excitement" that the move to Coro was generating: "After 17 years of providing health care services and administrative support from various locations within the City of Providence, RIGHA will finally be able to bring all those services under one roof. For a prepaid group health plan that strives to deliver top quality health care in the most convenient manner possible for its members, Coro is the solution we've been searching for."

"In developing Coro," Downing President Richard Baccari stated, "it has been our objective to provide modern, quality office space with a design that respects the building's historical integrity. Undoubtedly, RIGHA will continue to build on the rich history of Coro, as this area of Providence begins a new chapter."

In addition to its present Providence locations, RIGHA provides comprehensive health care services to its 87,000 members from additional centers in Warwick and Lincoln, RI, and in Swansea and Plainville, MA. The federally qualified HMO also serves members on Aquidneck Island and in Westport, MA, via agreements with local medical groups.

GETTING TO THE "HEART" OF A LEADING EPIDEMIC

By Stephen Brabeck, M.D.



Dr. Stephen Brabeck, M.D.

There is an epidemic occurring throughout the world. Silent, yet progressive, next year this disease will claim over one half million lives in the United States alone. It is not AIDS, nor any new exotic infectious disease, but one that is well studied, to some extent treatable, and increasingly preventable. The culprit is coronary artery disease, one of this country's leading causes of death and disability.

There are several risk factors that we can associate with this condition. Among the major ones are hypertension, cigarette smoking, diabetes mellitus, male sex, a family history of coronary artery disease, and a high serum cholesterol level. Most recently, the latter, serum cholesterol, has been receiving a good deal of medical and media attention.

What is serum cholesterol and why does it exist? The answer is straight forward — as with anything in the body, it serves a purpose. Cholesterol is a soft, waxy substance in a family of compounds called lipids (fats and fat-like) that exist in our bodies. It is a vital building block for many essential hormones, Vitamin D, bile acids. It exists in virtually all cells in the body as an essential structural component.

Because of its importance, nature has not left it up to our diet alone to provide cholesterol — our liver also manufactures much of it. So to decrease your cholesterol level, merely reducing cholesterol in your diet is not enough. You must take measures to encourage the liver to manufacture less of it. Reducing the saturated fat in our diets is one of the major methods used.

If cholesterol is an important bodily substance then why are the medical world and media inciting all the alarm and attention?

Simply, too much of a good thing, like cholesterol, can be unhealthy. Many clinical studies link high serum cholesterol levels to a higher chance of developing coronary artery disease. When in the blood in excess amounts, cholesterol inserts itself in the internal lining of the blood vessels, especially in those that feed and sustain the heart muscle — the coronary arteries.

Over time, this results in a buildup of tissue, called plaque, which grows and intrudes upon the lumen of the artery. This problem can lead to progressive choking and closing of the artery, depriving the area of the heart it serves of the blood it needs. There may be warning signs in the later stages of this process. These include chest pains (angina), or the complete closing of the artery and resulting death of all tissue served by that artery. The process of plaque buildup from the earliest stages to complete closure can take several years — nearly a lifetime. However, it is never too early nor late to take preventive measures, such as better eating and health habits.

To determine your serum cholesterol level, you must undergo a blood test. What do these tests mean? What's regarded as a positive or negative result? Getting two physicians to agree on the same answer often is as hard as getting two New England meteorologists to forecast the same weather. There is, however, a growing agreement within the medical community, including recently released updated guidelines by the National Institute of Health which directs the health care provider on appropriate diagnosis and management of the undesirable cholesterol level.

To evaluate a cholesterol level, we must consider several factors. As with anything easy at first glance, "there is more here than meets the eye."

First, cholesterol is transported through the blood on particles called lipoproteins. There are two types of lipoprotein: low density lipoprotein (LDL) and high density lipoprotein (HDL). LDL carries cholesterol from the liver to cells and seems to promote the depositing of cholesterol in arterial walls. HDL, on the other hand, carries cholesterol away from the tissues and back to the liver where it is broken down.

A simple blood cholesterol test measures the cholesterol present in both types of lipoproteins. The definition of a high cholesterol level can vary from person to person, depending on specific lipoprotein levels. If LDL is present in the blood stream in large quantities, the cholesterol it carries may be responsible for increasing the risk of heart disease. However, if the cholesterol in HDL accounts for a significant part of your total cholesterol count, it helps protect you from heart disease.

Second, it is important to keep in mind that a high cholesterol level is just one out of several potential risk factors for the development of coronary artery disease. Its presence alone in no way guarantees that coronary arterial disease is present or is going to develop. It simply suggests there is an increased likelihood that it will happen. This likelihood increases with the addition of risk factors. Therefore, an acceptable cholesterol level for a non-smoking, non-diabetic, normal weight person would not be the same as that of an overweight smoker with hypertension and a family history of heart attacks.

Coronary artery disease, while serious, is an increasingly treatable condition, especially in its early stages. A high serum cholesterol level is one of several known risk factors for development of coronary artery disease.

Have blood tests to determine your serum cholesterol level. Also, recognize the other risk factors which you can control, such as cigarette smoking and obesity.

Keep your heart healthy.

"RIGHA 1988 'HEALTH EDUCATIONAL PLUS' SCHEDULE"

RIGHA, the area's leading health maintenance organization (HMO), recently announced its summer and fall 1988 "Health Educational Plus" schedule. Open to RIGHA members and the public, this program offers educational sessions on various health-related topics throughout the year.

A comprehensive health information program, "Health Educational Plus" classes cover such timely issues as weight control, smoking cessation, stress management, prenatal care, parenting and substance abuse. Its lecture series this year includes programs on relationships, insomnia, and safe sex. Multiple session courses are offered at a fee (RIGHA members pay either a reduced rate, or receive a 50% refund based upon attendance); although the lecture programs are free.

"Health Educational Plus" programs take place throughout the year at one of six RIGHA locations in Rhode Island and nearby Massachusetts. They are conducted by RIGHA and affiliated medical professionals.

Upcoming "Health Educational Plus" multiple session classes include the following:

RIGHA Weight School:

Sept. 13 - Nov. 29

Tuesdays 7:00 - 8:30 PM

Warwick Center

Oct. 4 - Dec. 20

Tuesdays 7:00 - 8:30 PM

Providence Center

Sept. 21 - Dec. 7

Wednesdays 10:00 - 11:30 AM

Warwick Center

RIGHA Stress Management Workshop:

Sept. 20 - Oct. 25

Tuesdays 7:00 - 9:00 PM

Aquidneck Center

Sept. 28 - Nov. 2

Wednesdays 7:00 - 9:00 PM

Providence Center

Quit Smoking Workshop:

Oct. 6 - Nov. 10

Thursdays 7:00 - 9:00 PM

Providence Center

Oct. 18 - Nov. 22

Tuesdays 7:00 - 9:00 PM

Warwick Center

Nov. 2 - Dec. 7

Wednesdays 7:00 - 9:00 PM

Plainville (MA) Center

Beginning in June, "Health Educational Plus" lectures and other special programs include:

LECTURE SERIES

Are You Going Up In Smoke?

Monday, June 13 7:00 - 9:00 PM

Providence Center

Fathering: The Human Art Of Parenting

Wednesday, Sept. 14 7:00 - 9:00 PM

Plainville (MA) Center

Talking To Your Teenager: About Peaceful Co-existence

Monday, Oct. 17 7:00 - 9:00 PM

Providence Center

Insomnia: Beyond Counting Sheep

Wednesday, Oct. 19 7:00 - 9:00 PM

Providence Center

Let's Talk About Relationships with Adult Children Of Alcoholics

Monday, Nov. 7 7:00 - 9:00 PM

Providence Center

Let's Talk About Cataracts and Glaucoma

Thursday, Dec. 8 7:00 - 9:00 PM

Warwick Center

MINI-SERIES

Can You Really Lose Weight? Should You?

Tuesday, June 7 7:00 - 9:00 PM

Providence Center

Women Who Love Too Much — A Discussion Group

Tuesday, June 14 7:00 - 9:00 PM

Warwick Center

Safer Sex

Tuesday, Sept 13 7:00 - 9:00 PM

Lincoln Center

Men Who Hate Women (And The Men Who Love Them) — A Discussion Group

Tuesday, Oct. 18 7:00 - 9:00 PM

Warwick Center



SPECIAL PROGRAMS

Low Fat Cooking Demonstration

Tuesday, June 21 7:00 - 9:00 PM

Lincoln Center

Monday, Oct. 17 7:00 - 9:00 PM

Warwick Center

Tuesday, Nov. 15 7:00 - 9:00 PM

Plainville (MA) Center

Breadwinners (A bread making class)

Oct. 18 - Nov. 8

Tuesdays 7:00 - 9:00 PM

Providence Center

Coping With Attention Deficit Disorders

Part I — (All 7:00 - 9:00 PM at Warwick Center)

Monday, Sept. 19

Monday, Sept. 26

Monday, Oct. 3

Part II — (All 7:00 - 9:00 PM at Warwick Center)

Monday, Oct. 17

Monday, Oct. 24

Monday, Oct. 31

Nutri-Fun Families

Sept. 20 - Oct. 25

Tuesdays 4:30 - 5:30 PM

Providence Center

PRENATAL CARE CLASSES

Thinking About Having A Baby? Let's Talk About Preconceptional Health

Tuesday, Oct. 18 7:00 - 9:00 PM

Providence Center

Early Pregnancy*

Preparing For Parenthood*

Prepared Childbirth*

Childbirth Refresher*

*Call For Schedule

PARENTING CLASSES

The Second Nine Months:

June 7 - 28

Sept. 8 - 29

Tuesdays 7:00 - 9:00 PM

Thursdays 7:00 - 9:00 PM

Providence Center

Providence Center

Nov. 1 - 22

Tuesdays 10:00 AM - 12:00 PM

Providence Center

Two By Two: The Independent Baby

Oct. 4 - 25

Tuesdays 7:00 - 9:00 PM

Providence Center

Informal Support Group For New Parents

June 1 - 22

Wednesdays 1:00 - 2:30 PM

Warwick Center

Adult Growth and Parent Education

Sept. 21 - Oct. 26

Wednesdays 7:00 - 9:00 PM

Swansea (MA) Center

RIGHA also offers selected "Health Educational Plus" courses at the headquarters of companies and organizations throughout the area. The "Worksite Health Education" programs offer people the benefit of a quality health education program, and the convenience of being able to participate during the day at their workplace.

To receive a "Health Educational Plus" schedule and pre-registration information for its programs and information about "Worksite Health Education" programs, call RIGHA Health Education at 401-732-0300.

RIGHA provides comprehensive health care services to more than 87,000 members throughout Rhode Island and southeastern Massachusetts. In nearly twenty years, the HMO has established itself as a leader in areas of preventive health care and health education.



Choosing the right health plan feels good all over

You'll never worry about doctor bills or hospital costs when you're a RIGHA member. Instead, you'll receive state-of-the-art health care at convenient RIGHA health care centers.

It's a better way to better health care.

For information, call 401-421-4410.



The Experienced HMO

R.I. – Providence, Warwick, Lincoln, Newport Mass. – Plainville, Swansea, Westport

THE R.I. EMPLOYEE ASSISTANCE PROGRAM (RIEAP)

A Confidential Source of Help.

The R.I. Employee Assistance Program (RIEAP), a free service available to all State employees and their dependents, is a highly confidential, professional source of help for persons needing information, assessment and referral to counseling or treatment resources throughout Rhode Island.

The program is not a counseling service. The primary function of the program is to help refer you or your family member to the most appropriate and effective help in our community. When you or a member of your family contact RIEAP, a professional case manager will help to assess your problem, advise you on available alternatives for treatment, counseling or further evaluation, and assist you in arranging an appointment in a completely confidential manner.

Some of the major problem areas that RIEAP can help you with include the following:

- **Alcoholism . . .** If you are concerned about yourself or a member of your family, the program can be a vital source of help for alcoholism — a progressive illness that affects an estimated eighteen million Americans. Alcoholism as a disease is simply an addiction to the drug alcohol or ethanol and, as such, can be successfully treated as evidenced by 75% recovery rates in programs such as RIEAP's.
- **Drug Abuse . . .** The American obsession with "taking a pill" for every conceivable physical pain or emotional discomfort many times results in a dependence on one or more "over the counter" or prescription drugs. The same drive to be part of, better than, or at least comfortable with, other segments of society often leads to dependence on illicit drugs such as marijuana, cocaine, or heroin. In either case, professional help is needed to break the vicious cycle of drug use and the toll that it takes on everyone around the addict.
- **Personal Problems . . .** Unknowingly, you may be allowing the stress of working and living in a fast-paced society to adversely affect you. Depression, anxiety, loneliness, and frustration can be the outcome. When these problems build up to a point where you cannot handle them alone, professional help can be found through the program.
- **Family Conflicts . . .** When family problems just won't "go away," and you just don't know where or how to start getting help, perhaps RIEAP can link you with just the kind of professional counseling that you need and deserve!
- **Marital Problems . . .** Today's high divorce rate takes its toll in terms of productivity and personal effectiveness. The long and sometimes frustrating process will emotionally drain the most resourceful person. RIEAP cannot make divorce any easier, but perhaps it can help you avoid it by re-establishing lines of communications with your marriage partner. Relatively brief marriage counseling sessions can allow the first step toward reconciliation to happen.
- **Single Parenting/Dual Careers . . .** If "Super-Worker" is also trying to be "Super-Parent" eventually you may become overwhelmed. There are ways for you to be a good parent while being good to yourself!
- **Confidentiality . . .** There is practically no way that anyone can get any information about you or your family member if you voluntarily seek help through the program . . . **UNLESS YOU TELL THEM.** All staff persons are pledged to maintain the highest level of confidentiality.
- **How Do I Contact The EAP . . .** Simply call and identify yourself as an employee seeking help through the EAP and a

Case Manager will take your call and briefly discuss (if you are able to at that time) the nature of the problem in order to determine whether you're in a crisis situation and need immediate attention. If not, initial appointments are made within 24 to 48 hours at a location most convenient to you.

CALL 828-9560 or Toll Free 1-800-445-12195

Office Locations:

- 33 College Hill Road, Warwick
- 8 Summer Street, Pawtucket
- Marquette Plaza Building, Woonsocket
- Aquidneck Medical Center, Newport

Robert W. MacDonald, CEAP Executive Director, RI Employee Assistance Program



FROM THE OFFICE OF THE GOVERNOR

Executive Orders

No.	Date	Subject
88-3	3-10-88	Establishes a 12-member Governor's Motor Carrier Advisory Committee to study and review uniform fuel use tax fees; state truck enforcement policies and procedures; state truck licensing and operating mandates; international registration; chauffeur application procedures; and truck accident management. The committee is to serve as a permanent advisory group to the Governor.
88-4	3-11-88	Establishes a 24-member Governor's Aquidneck Island Traffic Management Task Force to conduct a comprehensive examination and creative decision making analysis of traffic management on Aquidneck Island; and develop a year 2010 Aquidneck Island Traffic Management plan exploring alternatives including but not limited to the construction of an additional or additional highways, circulators, travel lanes on existing roadways, light rail transit systems and water transit systems. The task force will serve for one year.
85-5	3-23-88	Establishes a 7-member Jamestown Bridge Fact Finding Board to ascertain all facts with respect to the cancellation of the Jamestown Bridge Construction Contract between the State and the Contractor. The Board is to report its findings to the Governor on or before June 30, 1988.

For more information or copies of Executive Orders, contact the Office of the Governor's Legal Counsel, Room 320, State House — 277-2080.

pRIde

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SELF HEALTH — A new way to look at preventive medicine.

Wellness, medicine's newest buzz word, is an umbrella for all the latest in self-directed exercise, weight-loss, proper diet, non-smoking, stress management, health programs. Now enters Healthwatch.

Healthwatch is a unique concept developed at the Pasteur Institute in Lille, France, an institution whose very name is synonymous with preventive medicine. Now available in the United States, the program is offered by the Southern New England Primary Prevention Center of Providence, under the aegis of Brown University's Program in Medicine and Memorial Hospital of Rhode Island.

The Primary Prevention Center located at 345 Blackstone Boulevard on Providence's East Side, is not a health club, not a holistic center, but a professional health care facility. The center is not, however, for sick people. It offers neither a diagnosis nor a medical treatment program. It is a non-profit enterprise catering to the basically healthy who want to maintain and improve their wellness. It's medical technology, professional observation, computer analysis and education in proven lifestyle modification techniques is applied only to preventive medicine.

Healthwatch is the key to a self-activated preventive medicine program which consists of four valuable elements:

- **Evaluation . . .** Once you schedule an appointment, you are sent a detailed health and lifestyle questionnaire plus materials necessary to the lab tests you will be taking. The questionnaire addresses past and present medical status, lifestyle information, and other pertinent areas of concern. The lab materials include a simple-to-use stool sample kit. Upon arrival at the center you turn in all items for handling, testing and/or recording on the PPC computer. Blood and urine samples are taken, and your questionnaire is reviewed with a PPC physician to assure validity and to pre-check the appropriateness of the testing for you. After the review, a full set of physical and clinical examinations begin, taking about three hours. Tests and observations establish a "baseline" assessment of your good health status. These include: Pulmonary Function Tests, Body Fat Composition Analysis, Hearing and Vision Tests, a Dental Exam including both a physical inspection and full mouth X-rays, Resting and Exercise EKG, plus lab tests including Hematology Panel, Immunology Panel (Rubella and Chlamydia tests and, if requested, an AIDS antibody test), Chemistry Panel, (blood sugar, Urinalysis, Stool Test, Cholesterol), and — for women — a PAP Smear and gynecological exam, plus Mammography. The mammogram and gynecological exam are highly recommended but the Health Status Evaluation can be completed without these tests.

Computerized scheduling efficiently guides you through all these tests, minimizing waiting time and keeping full program participation within the scheduled four-hour period. Each of the dedicated tests are analyzed using the latest computer techniques which allow instantaneous test result transfer. All in all, you complete the full examination process — and the doctor has your Baseline Test Results — in approximately three hours!

The resultant data, together with the physician's personal observations made during the initial meeting and a final physical exam, plus the Health Risk Assessment done by the computer and based on your health and lifestyle questionnaire, is used to produce your personal Health Status Evaluation. Once the doctor reviews all the data and test results, the computer analyzes and verifies the information and provides the Evaluation almost instantaneously . . . making it extremely accurate and immediately available for consultation and review.

- **Consultation . . .** Once all the Baseline tests are complete, you will meet with your PPC physician, to first highlight areas of your health strength, pointing out your beneficial health habits.

But, most importantly, you will confidentially discuss the personal risk factors and lifestyle conditions that increase your chances of developing disease. And, finally, you will receive the professional recommendation of the physician as to areas on which you should concentrate to increase your state of "wellness."

In total, you'll end up with a plan of what to do to maintain your health based on complete knowledge of your health status and full discussions with your PPC physician. And, for future reference, you'll be given the documentation on which this plan is based . . . a Baseline Test Report of up to 25 pages, the computer-generated Health Risk Assessment, the Health Status Evaluation, and the "prescription" or plan you have agreed upon. Plus, for use in later monitoring, all this information will be provided on an electronically coded "smart card" for easy reference.

- **Education . . .** PPC doesn't stop at planning, however. To help you achieve recommended goals, health education services are an integral part of the Healthwatch product. Included are PPC's own interactive computer education programs which may serve as your first step to good health. These software programs provide up-to-date information and education about lifestyle modification techniques in selected areas in which you can affect your health risk. Additional literature and educational aids are also available for your use or purchase. And, if desired, PPC will refer you to specialized education and lifestyle change programs available in the community.

As with all other aspects of Healthwatch, the Education program is extremely complete and professional. When you finish consultation with the PPC physician — "prescription" in hand — you will meet with a health education counselor who will direct you to the best educational tools for your improved health. This health educator will help you choose which of the educational services to use first . . . based on the priorities of your program. And, as noted, if more intense educational or behavior modification programs are indicated, our Education Counseling staff will help direct you to community-based programs and assist you in making actual arrangements for your participation if you choose.

- **Monitoring . . .** Once you've used Healthwatch, you will always be a part of their system. You'll have access to the PPC computer, whenever you want, to stay up-to-date on your health status. The "smart card" you will have been given can provide on-site, interactive health status reviews. Your health status and your preventive health goals and program will be entered onto a computer chip embedded into this wallet-size, plastic card. After that — any time you choose — you can use the card readers in the Center and input information about what you've been doing in your planned program of behavior modification and get a read-out as to its effect on your present health status. Just like a scale when you're on a diet, the PPC computer will give you a benchmark to keep you attuned to the adjustments you'll be making for the health of your life!

How much is all this marriage of computer technology and preventive medicine going to cost you? Very little in fact. The total cost of the HEALTHWATCH package is \$225. BUT, Blue Cross/Blue Shield Major Medical will pick up 80% of the tab (after meeting your \$100. deductible) — thus, your out-of-pocket cost is \$45.00. If you don't meet your \$100. deductible, you can still get credit of \$100. from Blue Cross/Blue Shield. And if you are not enrolled in the Blue Cross/Blue Shield Major Medical program, state employees and their dependents can still get a \$25.00 discount!

Call, write, or visit the Southern New England Primary Prevention Center, 345 Blackstone Boulevard, Providence, (401) 521-2900 and make your appointment for a closer look at your health.